

Veritas ehf.
Sustainbility Statement

2024

Veritas ehf. Hörgatún 2, 210 Garðabær Reg. 530602-3380

Highlights

Greenhouse Gas Emissions: Veritas group of companies calculated emissions reached 929 tons in carbon dioxide equivalent. Emissions levels 1 and 2 reached 283 tCO_2e .

Energy consumption: Veritas group of comanies overall consumption reached 3.973.598 kWh. Energy consumption includes electricity, hot water, and fuel consumption.

Key indicators: Emission per earnings have dropped by 13% your on year. Emissions per ton have dropped by 10% year on year. Emission per employee have dropped by 16% year on year.

Main emission factors: Veritas group of companies alargest calculated emission factor in 2023 was emission associated to freight of goods.

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Operational Parameters

Operational Parameters	Unit	2020	2021	2022	2023	2024
Total Revenue	billion ISK	24.883	28.226	29.514	34.214	35.880
Total Assets	billion ISK	10.247	10.977	11.536	12.807	13.140
Total Equity	billion ISK	3.541	3.956	4.272	4.155	4.381
Number of full time equivalent employees	FTEs	243	248	252	254	271
Total imported goods	Tons	1.129	1.233	1.243	1.554	1.708
Total space for own operation	m²	14.076	14.076	14.076	14.476	14.476
GhG emission intensity	Unit	2020	2021	2022	2023	2023
GhG emission per megawatt-hour consumed	kgCO₂e/MWh	185	176	232	239	234
GhG emission per full-time equivalent employee	kgCO₂e/FTEs	3.032	3.363	4.290	4.069	3.426
Ghg emission per unit of imported goods	kgCO₂e/Imported tons	653	676	870	665	544
Ghg emission per unit of revenue	kgCO2e/milljón ISK	30	30	37	30	26
GhG emission per unit of assets	kgCO2e/milljón ISK	72	76	94	81	71
GhG emissiob per unit of equity	kgCO2e/milljón ISK	208	211	253	249	212
GhG emission per unit of space	kgCO₂e/m²	52	59	77	71	64
Nasdaq: E2 UNGC: P7, P8 GRI: 305-4 SDG: 13 SASB: General Issue / GHG Emissions	s, Energy Management					
Energy intensity	Unit	2020	2021	2022	2023	2023
Energy per full-time equivalent	kWst/FTEs	16.394,2	19.131,5	18.491,7	17.012,7	14.649,7
Energy per unit of impoted goods	kWh/imported tons	3.528,6	3.848,	3.748,9	2.780,7	2.326,5
Energy per unit of revenue	kWh/billion ISK	160,1	168,1	157,9	126,3	110,7
Energy per unit of space	kWh/m²	283,	337,1	331,1	298,5	274,5
Nasdaq: E4 UNGC: P7, P8 GRI: 302-3 SDG: 12 SASB: General Issue / Energy Manage	ment					
Waste intensity	Unit	2020	2021	2022	2023	2024
Total waste per full-time equivalent employee	kg/FTEs	563,8	580,6	615,1	614,2	687,2
Total waste per unit of imported goods	kg/imported tons	121,3	116,8	124,7	100,4	109,2
Total waste per unit of revenue	kg/billion ISK	5,5	5,1	5,3	4,6	5,2

Emission

Greenhouse Gas Emission	Unit	2020	2021	2022	2023	2024
Scope 1	tCO₂e	297,	323,	289,	301,	266
Scope 2 (location-based)	tCO₂e	15,7	19,1	19,1	16,4	17,1
Scope 2 (market-based)	tCO₂e	-	-	-	-	-
Scope 1 and 2	tCO₂e	313	342	308	317	283
Scope 3	tCO₂e	424	492	773	716	646
Losun gróðurhúsalofttegunda (Umfang 1, 2 og 3)	tCO₂e	737	834	1.081	1.033	929
Nasdaq: E1 UNGC: P7 GRI: 305-1,305-2,305-3 SASB: General Issue / GHG Er	missions TCFD: Metrics & Targets					
Carbon offset	Unit	2020	2021	2022	2023	2023
Total emission offset	tCO₂e	297	323	289	301	266
Of which verified carbon credits	tCO₂e	297	323	289	301	266
Of which non-verified offsetting projects	tCO₂e	-	-	-	-	
Scope 1 - Details	Unit	2020	2021	2022	2023	2024
Total emission	tCO₂e	297,	323,	289,	301,	266
Mobile fuell combustion	tCO₂e	297,	323,	289,	301,	266,
Scope 2 - Details	Unit	2020	2021	2022	2023	2023
Total emission	tCO₂e	15,7	19,1	19,1	16,4	17,1
Electricity	tCO₂e	10,3	12,1	11,9	10,0	11,8
Heating	tCO₂e	5,4	7,0	7,2	6,4	5,3
Cooling	tCO₂e	-	-	-	-	-
Steam	tCO₂e		-	-	-	-
Sam 2	Unit	2020	2021	2022	2022	2024
Scop 3 Transportation and distribution	Unit	2020	2021	2022	2023	2024
Total emission	tCO₂e	333	384	405	422	389
Air transportation	tCO₂e	227	273	294	284	239
Marine transportation	tCO₂e	72	78	76	101	114
Vheicle transportation	tCO₂e	34	33	35	37	36
Waste generated in operations	10026	J+	33	33	37	30
Total emission	tCO₂e	58,	62,	61,	69,	78,
Transport, dispossal and treatment of waste	tCO₂e	58,	62,	61,	69,	78
Business tracel	tco₂e	J0,	02,	01,	05,	70
Total emission	tCO₂e	33,	46,	307,	225,	179
Air travel; a broad	tCO ₂ e	29,	40,	302,	219,	174
Air travel; domestically	tCO₂e	4	6	5	6	1/4
					, i	
		424,0	492,0	773,0	716,0	646,0

Emission Sources

Energy consumtion	Unit	2020	2021	2022	2023	2024
Total energy consumption	kWh	3.983.783	4.744.609	4.659.913	4.321.217	3.973.598
Fossil fuels	kWh	1.071.783	1.165.609	1.042.913	1.086.217	945.946
Electricity	kWh	998.000	1.143.000	1.123.000	973.000	1.142.014
Heating	kWh	1.914.000	2.436.000	2.494.000	2.262.000	1.885.638
Cooling	kWh	-	-	-	-	-
Steam	kWh	-	-	-	-	-
Nasdaq: E3 UNGC: P7, P8 GRI: 302-1, 302-2 SDG: 12 SASB: General Issue /	Energy Management					
Energy mix	Unit	2020	2021	2022	2023	2024
Total energy	kWh	3.983.783	4.744.609	4.659.609	4.321.217	3.973.598
Fossil fuel	%	27%	25%	22%	25%	24%
Renewables	%	73%	75%	78%	75%	76%
Nuclear	%	0%	0%	0%	0%	0%
Unknown	%	0%	0%	0%	0%	0%
Nasdaq: E5 GRI: 302-1 SDG: 7 SASB: General Issue / Energy Management	,,	0,0	3,0	0,0	0,0	0,0
Fuel consumption	Unit	2020	2021	2022	2023	2024
Total fuel consumption	kg	94.169	102.495	91.705	95.728	83.367
Petrol	kg	60.434	64.558	61.406	64.042	52.067
Diesel		33.735	37.937	30.299	31.686	31.300
Diesei	kg	33.733	37.337	30.233	31.000	31.300
Water consumption	Unit	2020	2021	2022	2023	2024
Total water consumption	m³	-	-	-	-	-
Cold water	m³	-	-	-	-	-
Hot water	m³	33.000,	42.000,	43.000	39.000	32.511
Nasdaq: E6 GRI: 303-5 SDG: 6 SASB: General Issue / Water & Wastewater I	Management					
Electricity mix	Unit	2020	2021	2022	2023	2024
Total electricity consumption	kWh	998.000,	1.143.000,	1.123.000,	973.000,	1.142.014,
Fossil fuels	%	0%	0%	0%	0%	0%
Renewables	%	100%	100%	100%	100%	100%
Nuclear	%	0%	0%	0%	0%	0%
Upstream transportation and distribution	Unit	2020	2021	2022	2023	2024
Total transportation and distribution	tonne	1.129	1.233	1.243	1.554	1.708
Air transportation	tonne	824	956	988	1.123	1.540
Marine transportation	tonne	305	277	255	431	167
Waste treatment	Unit	2020	2021	2022	2023	2024
Total waste generation	kg	137.000	144.000	155.000	156.000	186.473
Sorted waste	kg					
Unsorted waste	kg					
Recycled waste	kg			86.800	71.760	96.783
Disposed waste	kg					
	0					
Percentage of waste sorted	%					

Environmental management

Environmental management	Unit	2020	2021	2022	2023	2024
Does your company follow a formal Environmental Policy?	yes/no	Yes	Yes	Yes	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	No	No	No	No	No
Does your company use a recognized energy management system?	yes/no	No	No	No	No	No
Nasdaq: E7 GRI: 103-2 SASB: General Issue / Waste & Hazardous Materials Management						
Clomate oversight	Unit	2020	2021	2022	2023	2024
Does the Senior Management Team oversee and/or manage climate-related risks?	yes/no	Yes	Yes	Yes	Yes	Yes
Does your Board of Directors oversee and/or manage climate-realated risk?	yes/no	Yes	Yes	Yes	Yes	Yes
Nasdaq: E8, E9 GRI: 102-19, 102-20, 102-29, 102-30, 102-31 SASB: General Issue / Business Model Resilience, Systematic Risk Management TCFD: Governance (Disclosure						

Social

Gender Pay Ratio	Unit	2020	2021	2022	2023	2024
Outcome of equal pay certification	%	-	-	-	0,7%	0,7%
S2 UNGC: P6 GRI: 405-2 SASB: General Issue / Employee Engagement, Diversity & Inclusio	n					
Diversity	Unit	2020	2021	2022	2023	2024
Gender						
Women	%	63%	63%	62%	59%	59%
Men	%	37%	37%	38%	41%	41%
Age						
<20	%	-	0%	0%	0%	3%
20-29	%	-	16,%	14%	16%	16%
30-39	%		24,%	26%	24%	23%
40-49	%		25,%	25%	24%	25%
50-59	%		23%	21%	22%	19%
60-69	%	-	11,%	13%	15%	13%
70+	%	-	-	-	-	0,3%
S4 UNGC: P6 GRI: 102-8, 405-1 SASB: General Issue / Employee Engagement, Diversity & In	clusion					
Non-Discrimination	Unit	2020	2021	2022	2023	2024
Does your company follow a sexual harrassment and/or non-discriminatory policy?	yes/no	Yes	Yes	Yes	Yes	Yes
S6 UNGC: P6 GRI: 103-2 (see also: GRI 406: Non-Discrimination 2016) SASB: General Issue	/ Employee Engagement, I	Diversity & Inclusion				
Injury Rate	Unit	2020	2021	2022	2023	2024
Total number of injuries and fatalities, relatice to the total workforce	%	0%	0%	0%	0%	0%
S7 GRI: 403-9 SDG: 3 SASB: General Issue / Employee Health & Safety						
Global Health & Safety	Unit	2020	2021	2022	2023	2024
Does you Company publish and follow an occupational health and/or global health	& s; yes/no	Yes	Yes	Yes	Yes	Yes
Total absence from work (X) to total working hours of all employees	X:1	-	-	-	-	-
Absence from work due to long-term illness (X) to total working hourse of all emplo	yees X:1	-	-	-	-	-
	10.05 V:1					
Absence from work due to short-term illness (X) to total working hours of all employ	/EE3 V.1	-	-	-	-	_
Absence from work due to short-term illness (X) to total working hours of all employ S8/GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018) SDG: 3 SASB: General		- & Safety	-	-	-	
S8 GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018) SDG: 3 SASB: General	Issue / Employee Health र	Safety	2021	2022	2023	
S8 GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018) SDG: 3 SASB: General Child & Forced Labor	Issue / Employee Health & Unit	2020	2021	2022	2023	2024
S8 GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018) SDG: 3 SASB: General Child & Forced Labor Does your company follow a child labor policy?	Issue / Employee Health & Unit yes/no	2020 No	2021 No	2022 No	2023 No	202 4 Yes
S8 GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018) SDG: 3 SASB: General Child & Forced Labor Does your company follow a child labor policy? Does your company follow a forced labor policy?	Unit yes/no yes/no	2020	2021	2022	2023	202 4 Yes
S8 GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018) SDG: 3 SASB: General Child & Forced Labor Does your company follow a child labor policy?	Unit yes/no yes/no yes/no	2020 No No	2021 No No	2022 No No	2023 No	202 4 Yes
Child & Forced Labor Does your company follow a child labor policy? Does your company follow a forced labor policy? If yes, do your child and/or forced labor policy cover subbliers and vendors? S9 GRI: 103-2 (See also: GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor, and	Unit yes/no yes/no yes/no yes/no d GRI 414: Supplier Social A	2020 No No - Assessment 2016) UNGC: 1	2021 No No - - P4, P5 SDG: 8 SAS	2022 No No - B: General	2023 No No -	2024 Yes Yes
Child & Forced Labor Does your company follow a child labor policy? Does your company follow a forced labor policy? If yes, do your child and/or forced labor policy cover subbliers and vendors? S9 GRI: 103-2 (See also: GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor, and	Unit yes/no yes/no yes/no d GRI 414: Supplier Social of	2020 No No - - Assessment 2016) UNGC: 1	2021 No No - - - - 2021	2022 No No - B: General	2023 No No -	2024 Yes Yes
Child & Forced Labor Does your company follow a forced labor policy? Does your company follow a forced labor policy? If yes, do your child and/or forced labor policy cover subbliers and vendors? S9 GRI: 103-2 (See also: GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor, and	Unit yes/no yes/no yes/no yes/no d GRI 414: Supplier Social A	2020 No No - Assessment 2016) UNGC: 1	2021 No No - - P4, P5 SDG: 8 SAS	2022 No No - B: General	2023 No No -	2024 Yes Yes - 2024

Governance

Board Diversity	Unit	2020	2021	2022	2023	2024
Total board seats occupied by women (as compared to men)	%	-	-	-	50%	50%
Committee chairs occupied by women (as compared to men)	%	-	-	-	0%	0%
G1 GRI 405-1 SDG: 10 SASB: General Issue / Employee Engagement, Diversity & Inclusion (S	See also: SASB Industry Sto	ındards)				
Incentivized Pay	Unit	2020	2021	2022	2023	2024
Are executives formally incentivized to perform on sustainability	yes/no	No	No	No	No	No
G3 GRI: 102-35						
Supplier Code of Conduct	Unit	2020	2021	2022	2023	2024
Are your vendors or suppliers required to follow a Code of Conduct	yes/no	No	No	No	No	No
If yes, what percentage of your suppliers have formally certified their compliance wi	ith tl%	-	-	-	-	-
G5 UNGC: P2, P3, P4, P8 GRI: 102-16, 103-2 (See also: GRI 308: Supplier Environmental Asse.	essment 2016 & GRI 414:	Supplier Social Assessment .	2016 SDG: 12 SAS	SB General		
Ethics & Anti-Corruption	Unit	2020	2021	2022	2023	2024
Does your company follow an Ethics and/or Anti-Corruption policy?	yes/no	Yes	Yes	Yes	Yes	Yes
If yes, what percentage of workforce has formally certified its compliance with the p	olic%	-	-	-	79%	
G6 UNGC: P10 SDG: 16 GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)						
Data Privacy	Unit	2020	2021	2022	2023	2024
Does your company follow a Data Privacy policy?	yes/no	Yes	Yes	Yes	Yes	Yes
Has your company taken steps to comply with GDPR rules?	yes/no	Yes	Yes	Yes	Yes	Yes
G7 GRI: 418 Customer Privacy 2016 SASB: General Issue / Customer Privacy, Data Security (Sa	ee also: SASB Industry Sta	ndards)				
ESG Reporting	Unit	2020	2021	2022	2023	2024
Does your organization publish a sustainability report?	yes/no	Yes	Yes	Yes	Yes	Yes
If yes: does the sustainability report disclose environmental, social and governance	ma yes/no	No	No	No	Yes	Yes
G8 UNGC: P8						
Disclosure Pracrices	Unit	2020	2021	2022	2023	2024
Does your company focus on specific UN Sustainable Development Goals (SDGs)?	yes/no	Yes	Yes	Yes	Yes	Yes
G9 UNGC: P8						
						_
External Assurance	Unit	2020	2021	2022	2023	2024
Are your sustainability disclosures assured or validated by a third party?	yes/no	No	No	No	No	No
G10 UNGC: P8 GRI: 102-56						